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APPLIED COGNITIVE STUDIES

A Customized Report for:
Sample Person

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WorkPlace BIG FIVE PROFILE™ NARRATOR REPORT

4.0

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PART ONE:

BASED ON THE 28 TRAIT SCORES

N: NEED FOR STABILITY

Some crises, emergencies, interruptions, and other potential stressors at work tend to make you feel stressed--heart usually beats faster, stomach may churn, more perspiration than usual, and some difficulties in thinking clearly. In such situations, you perform best when you are able to fall back on some kind of routine activity that is second-nature to you. Once the stressor has passed, you can relax and begin thinking more like normal. This level of reactivity results in your serving as a conscience for the organization--a barometer for improper organizational behavior. On the other hand, there are many situations that are stressful for other associates that do not stress you at all--you are as likely to remain calm as to feel stressed. In other words, your capacity for feeling stressed is highly situational.

N1: WORRY

Your associates likely know you as someone who calmly awaits some outcomes, and worries about others. Whether or not you worry or remain cool and confident depends on the actual uncertainty involved. Awaiting the outcome of a business proposal, for example, might cause more or less worry than awaiting the arrival of your new boss.

N2: INTENSITY

On typical work days, your associates will likely see varying degrees of temper from you. You are relatively easy to provoke, which will cause you to show anger in defense of either yourself, your associates, or your customers. This intense edge can provide the necessary sense of accountability for serving the customer satisfactorily.

N3: INTERPRETATION

You tend to show a balance of optimism and pessimism, in that some situations bring out your more pessimistic side, while others elicit your more optimistic side.

N4: REBOUND TIME

Once a setback or crisis is over, it takes you less time to recover than it does most other persons. You can pick up and carry on, after taking a small amount of time to personally recover and put things in order.

E: EXTRAVERSION

You like to be where the action is, and don't care to be that far from other people. As a result, one of the most effective ways to get you to do anything is the promise of a strong social aspect--parties, meetings, gatherings, and so forth. The promise of excessive quiet and solitude, while it might be beneficial, is not particularly attractive to you.

E1: WARMTH

You typically show lots of positive emotion through the work day and are regarded by associates as a source of positive energy. Engaging in casual conversations and developing close associations with co-workers should be a natural way of life for you.

E2: SOCIABILITY

You have a strong need to be affiliated with others, to feel accepted and valued as a member of a group. To that degree, your allegiance to your various groups (family, work team, religious, sport, political) could dominate over your need to take time for yourself for reading and other necessary solitary activity.

E3: ACTIVITY MODE

The quality of your work energy appears to come in bursts, such that you can go full tilt (fast and physically engaging) for a short period of time, then followed by a change of pace (slower and less physically engaging).

E4: TAKING CHARGE

Your associates should all know you as a 'take charge' kind of person who is not only comfortable in a leadership role, but desirous of being a leader. Having responsibility for directing the work of others is natural for you.

E5: TRUST OF OTHERS

When your associates make commitments, promises, and other agreements, you are sometimes skeptical, assuming that they may be over promising or insincere and may require follow-up to insure follow-through.

E6: TACT

You often tell it 'like it is,' usually preferring objective, plain language rather than sugar-coating or putting 'spin' on it. At its best, you come across as more honest, straightforward, and direct, and, at worst, occasionally blunt or harsh.

O: ORIGINALITY

Typically comfortable working at the theoretical or abstract level, you accept the uncertain and unknown with open arms. While you do not necessarily embrace change for change's sake, you certainly are open to putting new ideas and suggestions on the table for consideration.

O1: IMAGINATION

Your imagination is usually active, finding it sometimes difficult to focus on the here-and-now. Your natural preference is for designing, dreaming up, strategizing, and creating, rather than doing, implementing, or planning the tactical details.

O2: COMPLEXITY

You will likely find that about a third of the workforce pursues a narrower set of interests than you do, while another third of the workforce pursues a wider set of interests than yours: the former are known as subject specialists, and the latter are known as generalists, while you fall somewhere in between.

O3: CHANGE

You normally prefer to work according to the plan, to do things the way they have been shown to work in the past. Usually, you feel little if any need to rethink, re-engineer, or innovate, unless your accustomed ways aren't working. You likely see yourself as a creature of habit in many areas.

O4: SCOPE

Finally, you have a strong natural preference to work at the level of theory and the big picture, and find detail work boring and tiring. However, sometimes you will need to swallow your pride and deal with the details in order to get the results you need. Remember, not everyone knows just how to proofread (or otherwise review for errors) your material.

A: ACCOMMODATION

Your associates would likely describe you as a 'Challenger'--competitive, assertive, proud, and 'out front.' You seldom back down from a stand that you've taken, and typically don't back off from controversy.

A1: OTHERS' NEEDS

You have a strong sense that your priorities, your agenda, and your point of view are the correct ones. Others' needs tend to be taken more seriously if they happen to coincide with your needs.

A2: AGREEMENT

You have an extremely strong need to win, and can make the unpopular decisions that are necessary for winning. You naturally engage actively in competitive or conflict situations, enjoy the role of persuading or convincing others, and seldom if ever back off from the debate. May be, or may have been, something of a rebel or a nonconformist.

A3: HUMILITY

When credit and praise are handed out, you feel absolutely comfortable taking all that is due you. You take pride in your accomplishments and abilities, and feel little if any need to profess humility.

A4: RESERVE

As someone who enjoys being the center of attention, you express your opinions with alacrity--no one has to try to 'read your mind.' Your associates are likely to know you as a 'talker.'

C: CONSOLIDATION

Your overall approach to work could be characterized as a balance between focusing on goals and multi-tasking. While you can focus when necessary, you also can be distracted towards lesser or different priorities. You also likely prefer a good balance between time spent at work and time spent on your private life, be it family or outside interests.

C1: PERFECTIONISM

In addition, you tend to be something of a perfectionist who expects perfect results in most, if not all, endeavors.

C2: ORGANIZATION

Your associates are likely to know you as moderately organized, keeping things in their place more so than some of your associates, while doing less so than others. You like to get organized before starting, but to a lesser degree than about a third of your associates, yet more so than another third.

C3: DRIVE

Your drive to be 'number one' in your chosen field marks you as a person who has clear goals and who likely exerts the effort required to get there.

C4: CONCENTRATION

With respect to how you focus on the task of the moment, you appear to be easily distracted and somewhat impulsive, and find it natural to switch from one task to another before the first task is completed--a true multi-tasker.

C5: METHODICALNESS

Finally, while you are comfortable developing plans and sticking to them in some parts of your work, you also like to balance such methodicalness with more spontaneous, free-flowing activity, where you can respond to the needs, interests, or priorities of the moment.

PART TWO:

"This section is divided into the following themes: career, emotional intelligence, independence, leadership, personal characteristics, relationships, safety and health, values, and work habits.

Most of these interpretive comments are based on blends of traits (i.e. two or more traits that interact to produce the behavior). However, some are based on single traits, but are placed in this section (and not in Part One, with the other single trait interpretations) because they relate to a specific theme presented here."

Career

"When assigned to a tour of duty working overseas in foreign lands, you are more likely than many others to actually complete your assignment, mostly out of a curiosity about the unknown."

Emotional Intelligence

"One helpful way for you to cope with bothersome daily events is through redefining the situation: seeing the glass as half full, rather than as half empty."

Independence

"Your midrange score on N suggests you are more independent in some aspects of your life, while being more dependent in others, depending on how emotionally reactive you are in different contexts. Your more extraverted score indicates you are typically more comfortable operating independent of particular methods or structures, including being comfortable taking the leadership position. Your higher score on O suggests that you tend to be more of an independent thinker who follows your curiosity in exploring the uncharted, different, and complex. Your lower score on A indicates that you tend to be more independent in most relationships, preferring to pursue your own interests and needs with minimal deference to the needs and interests of others. Your mid range score on C suggests that you show independence in your decision making in some situations and not others, with some decisions being dependent on how you relate to a goal, and other decisions reflecting more independence of spirit."

Leadership

Need for Stability Leadership Characteristics

"In some crisis situations you will remain calm, but in others you are likely to feel the pressure and even show it. On occasion, your level of reactivity will show subordinates that you are human. A tendency for worry, self-consciousness, and/or temper tend to eat away at the confidence of subordinates. Learn the arts of meditation, isometrics, deep breathing, and aerobic exercise. Deal aggressively with sources of stress."

Extraversion Leadership Characteristics

"Moderately extraverted individuals tend to make natural leaders, by engaging in management by wandering around (MBWA), enjoying being in the thick of things, handling heavy meeting schedules well, and enjoying meeting and greeting and networking. Beware the tendency to resist closing the door and churning out the necessary deskwork. Also, you can tire out teammates if they are much more introverted than you. Establish a "quiet hour" in which you are protected from interruptions; resist interrupting others. The natural ways for you to negotiate your way through organizational hierarchies include paying attention to your personal appearance, socializing selectively (i. e. , excluding persons who will not aid your situation), getting on the good side of your superiors, using your relatives, and professional advancement (as in further training, activity in professional organizations, certification, licensing, and so forth). You are generally friendly, approachable, gregarious, assertive, enthusiastic, a natural communicator face-to-face, and comfortable taking charge."

Originality Leadership Characteristics

"You possess an amount of imagination appropriate for anticipating future needs and focusing on strategy. You should be comfortable handling theory, complexity and uncertainty associated with the problems that leaders must deal with. You embrace change when the situation calls for it."

Accommodation Leadership Characteristics

"In tougher, more competitive situations, you will rarely back down from a challenge; tough-minded; independent; thick skinned (if also N-); enjoys center stage (especially if also N- and C+); enjoys a good fight. Can come across as arrogant, untrusting, and superior; can alienate team members; play to win; frequent conflicts. Be willing to reconsider any decision made in the heat of the moment; take aerobic exercise before meetings in which you need to soften your approach; have an associate who has permission to give you feedback when your ego has exceeded accepted norms."

Consolidation Leadership Characteristics

"As a leader, you are situational in your drive and discipline. In some areas of the job/career, you are ambitious and disciplined, while in other areas, you are more satisfied with current levels of achievement."

Other Leadership Themes

"Tend to make faster decisions, especially by picking the most important dimension and making a choice based on that dimension."

Personal Characteristics

"Likely to be boastful and something of an exhibitionist. The higher your O score, generally the larger your vocabulary and the more years of education you have had (or wish to pursue). You naturally seek to understand a variety of kinds of knowledge and enjoy attempting to synthesize diverse forms of information in an attempt to satisfy your intellectual curiosity. You likely have good spatial skills, finding it relatively easy to visualize things in your "mind's eye. ""

Relationships

"Your midrange score on N suggests you are situational with regard to expressing your levels of anger, anxiety, and sadness, as you are prone to hold your feelings back in some situations but let them vent in others. Your extraverted score indicates that you thrive on having many relationships and spend most of your time with others, making it likely you will under serve your need for quiet and solitude in order to get certain tasks and responsibilities done. Your higher score on O suggests that you need a steady diet of novelty and exploration in your relationships, and, failing that, you may seek it elsewhere. While you may risk boredom by being in relationships with persons lower in O, you nonetheless can benefit from the reality orientation of lower O's. Your lower score on A indicates that you are dominant in relationships in that you place a higher priority on your personal needs and interests. You are well-advised to check with significant others from time to time to make sure that all appropriate needs are being met, and to make a special effort to resist the tendency not to respect others because they are not as forceful and insistent as the lower A. Your midrange score on C suggests that you are situational in your need for order and discipline, such that some of your relationships may be characterized by spontaneity and others by focus, while some relationships may be a combination of areas of focus side-by-side with areas of spontaneity, such as spontaneous in the kitchen while methodical in the garden. You need to get clear with others in order to minimize misunderstandings."

Safety and Health

"Your midrange score on N suggests that you are situational with regard to health and safety risks as some stressful situations will be more disruptive to your ability to focus and be rational than others. Your extraverted score indicates that you engage in more behaviors that put you at risk with respect to health and safety. This is because of your natural exuberant, high activity level and desire for high sensory stimulation. Your higher score on O suggests that you are generally curious, explorative, and venturesome, and these kinds of behaviors frequently lead to activities that pose health and safety risks. Your lower score on A indicates that you are more prone to behavior that puts health and safety at risk primarily because you have a tendency to 'know what is best' for yourself and thereby tend to ignore rules, policies, and procedures that are designed to minimize health and safety risk. Your midrange score on C suggests that you are situational with respect to behaviors that jeopardize health and safety, as you tend to be more organized, focused, and methodical (i.e., less risky behaviors) in some situations and more spontaneous and distractible in others (i.e., more risky behaviors)."

Values

Values that typically fit with your trait profile:

Status

"To persons who value status, it is important to achieve fame, prestige, popularity, and the envy of others. They enjoy being looked up to and being sought after by others. They like to be seen as having "arrived." Tends to be valued by persons who are skeptical, either very warm and enthusiastic or cool and detached, either adaptive or challenging, moderately consolidated and conscientious, ambitious, and moderately organized and methodical."

Materialism

"Having nice things that are the envy of others sets the tone for someone who treasures shopping in the finer venues, being seen as fashionable, and maximizing luxury in one's environment. Tends to be valued by persons who are moderately original and open to experience, moderately imaginative, moderately consolidated and conscientious, perfectionist, ambitious, and moderately organized."

Power

"Enjoys being the boss, which entails delegating, controlling, coordinating, commanding, and influencing others. Tends to be valued by persons who take charge, are skeptical, challenging, more focused on personal needs than needs of others, competitive, assertive, ambitious, and moderately perfectionist and methodical."

Competition

"Winning is everything—doing it better and faster than others and endeavoring never to come in second or less. Being the dominant force is crucial, including a tendency to getting back or even with those who have held one back. Tends to be valued by persons who take charge, are skeptical, moderately original and open to experience, moderately imaginative, challenging, competitive, highly consolidated, perfectionist, ambitious, and moderately organized."

Independence

"Setting one's own agenda and doing it one's own way set the tone for the person who wants and needs no boss, no one telling them what to do, be, or say. Tends to be valued by persons who are optimistic, prone to take charge, either tactful or direct (but not in between), original, imaginative, comfortable with complexity, and prone to big picture thinking."

Work Habits

"Among your associates you are likely known as an initiator, regularly suggesting new approaches, new products, new strategies...in general, an idea generator."